

CSU-ONLY MEMBERSHIP

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OVERVIEW

The California State University (CSU) is comprised of 23 campuses and the Office of the Chancellor, which is the administrative headquarters for the CSU system. Responsibility for the CSU is vested in the Board of Trustees, whose members are appointed by the Governor. The Trustees appoint the Chancellor, who is the chief executive officer of the system, and the Presidents, who are the chief executive officers on the respective campuses. The CSU employs over 45,000 faculty and staff.

Please note that while the CSU is considered a state agency, it is not part of the civil service structure and, as a result, is not covered by the rules and regulations of the Department of Personnel Administration.

Generally, the CSU is governed by sections of the G.C. different from civil service, in addition to the Education Code and Title 5 regulations. The Office of the Chancellor is responsible for developing policy governing the CSU.

Under the purview of the Higher Education Employer - Employee Relations Act (HEERA), CSU employees are designated into the following employee categories: Executive (E98), Management Personnel Plan (MPP) (M80), Confidential (C99), Excluded (E99) employees and twelve (12) separate collective bargaining units (R01-R10). These collective bargaining units are separate and distinct from the unions representing civil service employees. A list of the current unions and their agents is provided.

RETIREMENT PROGRAMS

Eligible CSU employees participate in one of two CalPERS retirement programs:

1. Peace Officer / Firefighter (POFF) 3% @ 50

– Effective January 1, 2002, covers eligible active Management Personnel Plan (MPP) public safety employees and public safety employees covered by the CSU-State University Police Association (SUPA – Unit 8) agreement. Please refer to the State Patrol 3% @ 50 publication for retirement program information covering CSU public safety employees. Those safety members who were inactive as of January 1, 2002 remain under the 3% @ 55 formula.

2. State Miscellaneous 2% @ 55

– all other eligible employee categories. Please refer to the State Miscellaneous 2% @ 55 publication for retirement program information. CSU employees receive First-Tier benefits under this plan.

BENEFITS

CSU retirees receive the following benefits:

- Full health benefits upon retirement at age 50 with 5 years of service credit and;
- Coverage under a basic dental plan paid for by the CSU.
- Faculty Early Retirement Program (FERP) participants continue enrollment in an enhanced dental plan and receive the CSU vision benefit if appointed half time or more. Upon completion of the FERP service, the retiree drops to a basic dental plan and is not eligible for vision coverage.

CSU RETIREE DENTAL

Under certain conditions, CSU employees are eligible to continue dental coverage into retirement. The dental coverage provided to CSU retired annuitants is at the Basic plan level. Participants in FERP are the only CSU retired annuitants eligible for continued dental coverage at the Enhanced level.

The CSU offers two dental plans: a DMO (prepaid) plan through PMI DeltaCare and an indemnity plan through Delta Dental. Currently, the CSU pays the full cost of dental coverage for all CSU retired annuitants and their eligible dependents, including domestic partners.

Responsibility for the day-to-day dental contract administration rests with Human Resources Administration in the CSU Chancellor's Office. Human Resources Administration interprets regulations, answers questions, and assists retirees in resolving problems regarding the dental plan.

CalPERS is responsible for processing the annual retiree dental open enrollment requests, and other change requests. Detailed information regarding the CSU dental program is available in the CSU Dental Program Administrative Manual.

FACULTY PROGRAMS — EARLY RETIREMENT, REDUCED TIME BASE AND LEAVES

The CSU has several retirement-related programs unique to faculty employees.

Faculty Early Retirement Program (FERP)

The Faculty Early Retirement Program permits tenured faculty or tenured librarian employees who retire the ability to work one semester or an average percentage for the Academic Year, at the same rank and salary held prior to retirement. In order to be eligible, the employee:

- Must be at least age 55;
- Must be eligible for service retirement;
- Must be granted service retirement; and
- Shall be entitled for no more than 5 years.

The assignment shall be one (1) academic term not to exceed a total of ninety (90) days or fifty (50) percent of the employee's hours worked (time base) in the fiscal year preceeding retirement, whichever is less. Participants may request further reduction in time base; however, the reduction shall continue for the duration of the FERP appointment.

Participation in FERP shall commence at the beginning of the campus Academic Year. Service retirement shall begin concurrently with or prior to the beginning of the campus Academic Year.

Participants may be appointed in university extension (consistent with the CSU Additional Employment policy) during the academic term(s) under FERP. Other CSU additional employment is not allowed.

Continued employment in the FERP shall terminate in the event of dismissal for cause, layoff, or failure to meet the employment commitment.

In addition to the retirement pay appropriate to the age and years of service at the time of retirement, participants are paid for the teaching assignment on a pro-rata basis, in accordance with the rank and salary held at the time of retirement.

Since participants are retired, no service credit is accumulated through this program. For this same reason, there is no retirement contribution or Social Security withholding. **To ensure this, please report the FERP appointment using the Appointment Code of "A56" on the PIMS report.**

Sick leave is converted to service credit upon retirement; however, up to 48 hours of sick leave may be carried into FERP.

Participants are ineligible for sabbatical leaves or other paid leaves.

FERP participants are eligible to receive CSU vision coverage and an enhanced dental plan. Upon completion, the dental plan reverts to the basic plan and vision coverage is eliminated.

Pre-Retirement Reduction in Time Base (PRTB)

Tenured faculty unit employees with 10 years of full-time service (with at least the last 5 years being continuous full-time) are eligible to apply for the PRTB program. Sabbatical leaves count towards the service requirement. Applicants must be 55 to 64 years of age (CalPERS) or 55 to 63 (STRS). Faculty members in this program are not retired. The program allows faculty to reduce their time base to 2/3, 1/2, or 1/3 for up to 5 years. Participants retain the same rank and status they had prior to participation.

The campus sets the PRTB assignment and work schedule. For example, a participant on a 1/2 assignment may work full-time for one semester or half-time for the academic year, depending on the needs of the campus.

If a participant fails to meet the employment commitment, salary adjustment or repayment of an overpayment may be required.

PRTB participants are considered full-time for the purpose of restrictions on additional employment. Salary is pro-rated according to time base and is paid in twelve equal monthly installments per year.

Service credit is accumulated as though working full-time and retirement contributions are based on the full-time salary rate. Social Security contributions are based on actual salary earned.

Participants retain sick leave and accumulate additional sick leave on a pro-rata basis. Participants are not eligible for sabbatical leaves or other paid leaves. Participants remain eligible for health and other benefits.

Retirement and entry into FERP is allowed after participation in PRTB, provided the eligibility requirements are met. The FERP employment options are based on the PRTB reduced time base.

Sabbatical Leaves

All full-time faculty unit employees are eligible to apply for a sabbatical leave after six years of full-time service at a campus and after six years of service since the last sabbatical or Difference in Pay (DIP) Leave. Final approval of a sabbatical leave shall not be granted until the applicant has filed a suitable bond or an accepted statement of assets or a promissory note that total at least the amount of salary to be paid during the leave.

Faculty on sabbatical leave are considered in work status and entitled to the same provisions of employment and applicable benefits provided by the CSU in the same manner as if the employee were not on a sabbatical leave. However, service credit towards retirement will be reduced according to the earnings the employee will receive.

Faculty unit employees on sabbatical leave shall not accept additional and/or outside employment without prior approval of the campus President.

Faculty shall render service to the CSU upon return from a sabbatical leave at the rate of one term of service for each term of leave.

The salary for a faculty member on sabbatical leave is paid in accordance with the collective bargaining agreement. If the sabbatical is longer than one semester or quarter, then the salary is at a reduced rate and service credit is reduced.

Difference in Pay (DIP) Leaves

All full-time faculty unit employees are eligible to apply for a DIP leave after six years of full-time service at a campus and after three years of service since the last sabbatical or Difference in Pay (DIP) Leave.

Final approval of a DIP leave shall not be granted until the applicant has filed a suitable bond or an accepted statement of assets or a promissory note that total at least the amount of salary to be paid during the leave.

Faculty on DIP are considered to be in work status and entitled to the same provisions of employment and applicable benefits provided by the CSU in the same manner as if the employee were not on sabbatical leave. However, service credit towards retirement will be reduced according to the earnings the employee will receive.

Faculty unit employees on DIP leave shall not accept additional and/or outside employment without prior approval of the campus President.

Faculty shall render service to the CSU upon return from a DIP leave at the rate of one term of service for each term of leave.

The salary for a DIP leave shall be the difference between the employee's salary and the minimum salary of the instructor (or librarian) rank. Service credit is reduced based on reduced salary paid.

CONTACTS

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CSU RETIREMENT SYSTEM ACCOUNT CODES

The following codes describe an employee's retirement system status. The codes in the first column (*) must be used for employees exempt from Medicare Tax because of continuous employment status since March 31, 1986, or due to "F-1" or "J-1" visa status, or for classes otherwise deemed exempt. The codes in the second column (**) must be used for employees who are covered by Medicare Tax, including those appointed or rehired on or after April 1, 1986.

CODING:		DESCRIPTION:
*	**	
N	NM	NON-MEMBERS. Those excluded from CalPERS, UC DC, and DPA PST Plans because of appointment type, class code, or visa type. Code NM may also be used when an employee present under an F-1, J-1, M-1 or Q-1 immigration status has a tax residency status change to "resident" alien, and must pay Medicare tax retroactive to January 1 of the respective calendar year.
n/a	NO	FICA TAX. This code allows for the withholding of Social Security and Medicare tax exclusive of retirement. May be used in instances when an employee with an F-1, J-1, M-1 or Q-1 immigration status has a tax residency status change to resident alien and must pay FICA tax retroactive to January 1 of the respective calendar year. See note below.
TX	TY	UC DC PLAN. Discontinued 06/01/2005 per HR 2005-15. The Defined Contribution Plan was administered by the University of California for eligible program participants employed in bargaining units: 1, 2, 5, 7, 9 and 10, nonrepresented employees hired before 05/25/1996 and noncitizen employees present under an F-1, J-1, M-1 or Q-1 immigration status in a "resident alien" tax status. When the plan was discontinued, participating employees were moved to the DPA PST plan.
TD	TM	DPA PST PLAN. Part-Time, Seasonal and Temporary (PST) Employee Retirement Program administered by the Department of Personnel Administration (DPA). Prior to 6/1/2005, this plan was available to eligible program participants employed in bargaining units 3, 4 and 8; non-represented employees hired after 05/24/1996, and noncitizen employees present under an F-1, J-1, M-1 or Q-1 immigration status in a "resident alien" tax status. Effective 6/1/2005 and pursuant to coded memos HR 2005-15 and HR/Appointments 2005-01, the plan now includes employees moved from the UC DC plan and incorporates eligible program participants employed in bargaining units 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 and 11, non-represented employees, and noncitizen employees present under an F-1, J-1, M-1 or Q-1 immigration status in a "resident alien" tax status.
n/a	08	CalPERS-SS/MED. Those who are subject to CalPERS and Social Security/Medicare coverage. Includes employees with Item 825 visa Category = Z in appointments that qualify for CalPERS membership and individuals present under an F-1, J-1, M-1 or Q-1 immigration status whose tax residency status is resident alien for tax purposes in appointments that qualify for CalPERS membership. CalPERS rate 5%.
00	20	CalPERS-NON-SURVIVORS. Those who elected Non-survivors coverage in 1959, 1961 or 1975. CalPERS rate 6%.
00	20	CalPERS-SURVIVORS. Those who elected Survivor Benefits in 1959 or 1961. CalPERS rate 6% plus Code 077 for Survivors Benefits.

00	n/a	CalPERS-SURVIVORS-NONCITIZENS. Employees present under an F-1, J-1, M-1 or Q-1 immigration status whose tax residency status is "nonresident" alien for tax purposes in appointments that qualify for CalPERS membership. Such employees are excluded from Social Security/Medicare. CalPERS rate 6% plus deduction code 077 for Survivors Benefits.
83	82	CalPERS-STATE SAFETY. Discontinued 07/01/1986 for R08 and MPP; discontinued 07/01/1989 for R09. CalPERS rate 6% plus deduction code 077 for Survivors Benefits.
53	54	<p>CalPERS NON-UNIT R08 PEACE OFFICER/FIREFIGHTER COVERAGE. Those appointed as Management Personnel Plan (MPP) Public Safety Directors and Lieutenants and Unit R09 class codes 8830, 8831 and 8832. CalPERS rate 8% plus deduction code 077 for Survivors Benefits. Effective 07/01/1986 for MPP; effective 07/01/1989 for R09.</p> <p>Codes 53 and 54 are effective 01/01/2000. Codes 87 and 89, respectively may only be utilized for transactions effective 12/31/1999 or earlier.</p> <p>Note: Unit R09 class codes 8980 and 8981 are abolished and no longer available for use with codes 53 and 54.</p>
51	52	<p>CalPERS-UNIT R08 PEACE OFFICERS. Those appointed to Unit R08 classifications. CalPERS rate 2.36% plus deduction code 077 for Survivors Benefits (effective 04/04/1994). CalPERS rate 0% plus deduction code 077 for Survivors Benefits (effective 07/01/1996).</p> <p>Codes 51 and 52 are effective 01/01/2000. Codes 86 and 88, respectively may only be utilized for transactions effective 12/31/1999 or earlier.</p>
T	n/a	STATE TEACHERS' RETIREMENT SYSTEM. Those faculty/administrators in eligible CSU employment on 10/01/1959. No new members permitted. Individuals who move from one campus to another <u>with no break in service</u> retain STRS membership. STRS rate 8%.

CSU MEMBERSHIP CHART

STATUS	APPOINTMENT TYPE	MEMBERSHIP MANDATORY AT TIME OF APPOINTMENT	INITIALLY EXCLUDED, BUT MONITOR TIME WORKED	EXCLUDED
CURRENT CalPERS MEMBER (Actively contributes or has funds on deposit or has service credits.)	Summer session or inter-session academic employment if the employee is NOT otherwise fully employed. (G.C. 20300 [k])	YES		
	Appointments OTHER THAN those listed below in EXCLUDED status	YES		
EXCLUDED (Regardless of current membership status.)	Employees covered by State Teachers Retirement System. (G.C. 20300 [g])			YES
	Student Assistants (G.C. 20300 [c])			YES
	Extension faculty whose compensation is based on class enrollment (G.C. 20300 [jj])			YES
	Summer session or inter-session academic employment if the employee IS otherwise FULLY employed (G.C. 20300 [k])			YES
	Independent Contractor (G.C. 20330[b])			YES
	Individuals employed as result of Job Training Partnership Act of 1982, CETA miscellaneous position on or after 7-1-79. (May buy-back earlier service.) (G.C. 20330 [f])			YES

Specific questions concerning retirement membership should be directed to CalPERS at **888-225-7377**.

STATUS	APPOINTMENT TYPE	MEMBERSHIP MANDATORY AT TIME OF APPOINTMENT	INITIALLY EXCLUDED, BUT MONITOR TIME WORKED	EXCLUDED
NOT A CURRENT MEMBER (Was never a member or had contributions refunded.)	Full-time appointment for more than 6 months. (G.C. 20305 [a][3][A])	YES		
	Full-time appointment for less than 6 months. (G.C. 20305 [a][3][A])		YES ¹	
	Works an average of 20 hours per week; appointment is for one year or longer (G.C. 20305 [a][2])	YES		
	Works less than 20 hours per week. (G.C. 20305 [a][3][B])		YES ²	
	Irregular basis appointment (seasonal, emergency, hourly intermittent, substitute, special consultant, on-call, limited term, etc.) (G.C. 20305 [a][3][B])		YES ²	
	Temporary faculty (A-52 appointment) for one academic year at full time	YES ³		
	Temporary faculty (A-52 appointment) for one academic year at part time		YES ³	
	Temporary faculty (A-52 appointment) for semester/quarter at full time		YES ³	
	Temporary faculty (A-52 appointment) for semester/quarter at part time		YES ³	

1. Excluded from CalPERS membership for the first six months. If employment extends beyond six months, membership is **mandatory**, effective not later than the first day of the seventh month of employment. The employer is responsible for monitoring the employment period (G.C. 20305 [a][3][A]).

2. Excluded until employee works 1000 hours (or 125 days if paid on a per diem basis) in a fiscal year (July 1st through June 30th). Membership is **mandatory**, effective not later than the first of the month following the month in which 1000 hours (or 125 days) is completed. Overtime worked is included when counting hours or days for purposes of determining qualifying membership. The employer is responsible for monitoring the number of hours worked (G.C. 20305[a][3][B]).

3. Temporary Faculty Eligibility Rules:

- If appointed for an academic year at full-time, the employee qualifies for CalPERS membership at the time of the appointment.
- If appointed for an academic year at half-time or more, the employee qualifies for membership at the beginning of the third consecutive semester or at the beginning of the fourth quarter (G.C. 20305 [a][4]). Note: The fourth quarter can be consecutive or after a one quarter break.
- If appointed for a non-academic year (e.g. 10-month or 12-month), CalPERS membership rules follow the same eligibility criteria as staff appointment types.
- For additional information, refer to Technical Letter HR/Benefits 2003-27 on the CSU Systemwide Human Resources Web site. **Specific questions concerning retirement membership should be directed to CalPERS at 888 CalPERS (or 888-225-7377).**